



DRUG AND ALCOHOL POLICY AND PROCEDURE

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

The Drug-Free Schools and Communities Act Amendments of 1989 mandate that, as a condition to continuing eligibility in the Stafford Loan Program, we certify that we have "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." The Act requires a program that, at least, provides that all students and employees receive annually a written statement covering (1) standards of conduct concerning drugs and alcohol; (2) legal sanctions; (3) health risks; (4) available counseling and treatment programs; and (5) disciplinary sanctions that the institution will impose on students and employees. Every two years the institution must conduct a review of its program to determine its effectiveness, implement changes, and insure that disciplinary sanctions are consistently enforced. The following is the program which has been adopted by Westminster Theological Seminary.

STANDARDS OF CONDUCT

Students and employees are reminded that members of our community differ in their convictions about the use of alcohol. Some have formulated positions which require them to abstain from its use. Others disagree. Therefore, students and employees are requested to consider the consciences of others in their company. Those who abstain from its use are requested not to condemn those who differ with them. Those who have not formulated positions requiring abstinence are requested to apply restraint whenever prudence, or concern for another, warrants it. However, alcoholic beverages are prohibited in any Seminary building as is consumption on Seminary property.

The *unlawful* possession, use, or distribution of illicit drugs and alcohol by students and employees on Seminary property or as a part of any Seminary activity is prohibited.

LEGAL SANCTIONS

Westminster Theological Seminary has obtained the following legal sanctions information from the Higher Education Center for Alcohol and Other Drug Prevention. For more information, visit their web site at <http://www.edc.org/hec>.

Any student or employee who violates the Alcohol or Drug Policy is subject to sanctions by Westminster Theological Seminary as well as criminal sanctions provided by federal, state, and local law.

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL TRAFFICKING AND POSSESSION OF A CONTROLLED SUBSTANCE

FEDERAL TRAFFICKING PENALTIES (AS OF JANUARY 1, 1996)

Controlled Substances Act Schedule	1st Offense	2nd Offense	Quantity	Drug	Quantity	1st Offense	2nd Offense
I and II	*Not less than 5 years. Not more than 40 years *If death or serious injury, not less than 20 years or more than life	*Not less than 10 years. Not more than life *If death or serious injury, not less than life	10-99 gm pure or 100-999 gm mixture	Methamphetamine	100 gm or more pure of 1 kg or more mixture	*Not less than 10 years. Not more than life. *If death or serious injury, not less than 20 years or more than life.	*Not less than 20 years. Not more than life *If death or serious injury, not less than life
			100-999 gm mixture	Heroin	1 kg or more mixture		

	*Fine of not more than \$2 million individual, \$5 million other than individual	*Fine of not more than \$4 million individual \$10 million other than individual	500-4,999 gm mixture	Cocaine	5 kg or more mixture	more than life. *Fine of not more than \$4 million individual, \$10 million other than individual	*Fine of not more than \$8 million individual, \$20 million other than individual.
			5-49 gm mixture	Cocaine Base	50 gm or more mixture		
			10-99 gm pure or 100-999 gm mixture	PCP	100 gm or more pure or 1 kg or more mixture		
			1-9 gm mixture	LSD	10 gm or more mixture		
			40-399 gm mixture	Fentanyl	400 gm or more mixture		
			10-99 gm mixture	Fentanyl Analogue	100 gm or more mixture		

*The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Controlled Substances Act Schedule	Drug	Quantity	1st Offense	2nd Offense
I and II	Others (law does not include marijuana, hashish, or hash oil)	Any	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million not individual	*Not more than 30 years *If death or serious injury, life *Fine \$2 million individual, \$10 million not individual
III	All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol®, and some barbiturates)	Any	*Not more than 5 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 10 years *Fine not more than \$500,000 individual, \$2 million not individual
IV	All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®)	Any	*Not more than 3 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 6 years *Fine not more than \$500,000 individual, \$2 million not individual
V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	*Not more than 1 year *Fine not more than \$100,000 individual, \$250,000 not individual	*Not more than 2 years *Fine not more than \$200,000 individual, \$500,000 not individual

FEDERAL TRAFFICKING PENALTIES - MARIJUANA (INCLUDES HASHISH AND HASHISH OIL) (AS OF JANUARY 1, 1996)

Description	Quantity	1st Offense	2nd Offense
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	*Not less than 10 years, not more than life *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$4 million individual, \$10 million other than individual	*Not less than 20 years, not more than life *If death or serious injury, not more than life *Fine not more than \$8 million individual, \$20 million other than individual
Marijuana	100 kg to 999 kg mixture; or 100-999 plants	*Not less than 5 years, not more than 40 years *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$2 million individual, \$5 million other than individual	*Not less than 10 years, not more than life *If death or serious injury, not more than life *Fine not more than \$4 million individual, \$10 million other than individual
Marijuana	50 to 99 kg mixture ----- ----- - 50 to 99 plants	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million other than individual	*Not more than 30 years If death or serious injury, not more than life Fine \$2 million individual, \$10 million other than individual
Marijuana	Less than 50 kg mixture	*Not more than 5 years *Fine not more than \$250,000, \$1 million other than individual	*Not more than 10 years *Fine \$500,000 individual, \$2 million other than individual
Hashish	10 kg or more		
Hashish Oil	1 kg or more		

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

(a) 1st conviction and the amount of crack possessed exceeds 5 grams.

(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.

(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment (see special sentencing provisions re: crack).

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. *Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.*

HEALTH RISKS

Westminster Theological Seminary has obtained the following health risk information from the Higher Education Center for Alcohol and Other Drug Prevention. For more information, visit their web site at <http://www.edc.org/hec>.

HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ALCOHOL

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Heroin	High	High			Yawning
Morphine	High	High			Loss of appetite
Codeine	Moderate	Moderate	Euphoria	Slow and shallow breathing	Irritability
Hydrocodone	High	High	Drowsiness	Clammy skin	Tremors
Hydromorphone	High	High	Respiratory depression	Convulsions	Panic cramps
Oxycodone	High	High	Constricted pupils	Coma	Nausea
Methadone and LAAM	High	High	Nausea	Possible death	Runny nose
Fentanyl and Analogs	High	High			Chills and sweating
Other Narcotics	High-Low	High-Low			Watery eyes
Depressants					
Chloral Hydrate	Moderate	Moderate	Slurred speech	Shallow respiration	Anxiety
Barbiturates	High-Moderate	High-Moderate	Disorientation	Clammy skin	Insomnia
Benzodiazepines	Low	Low	Drunken behavior without odor of alcohol	Dilated pupils Weak and rapid pulse	Tremors Delirium
Glutethimide	High	Moderate		Coma	Convulsions
Other Depressants	Moderate	Moderate		Possible death	Possible death

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Stimulants					
Cocaine	Possible	High	Increased alertness	Agitation	Apathy
Amphetamine/ Methamphetamine	Possible	High	Euphoria Increased pulse rate and blood pressure Excitation	Increased body temperature Hallucinations Convulsions	Long periods of sleep Irritability Depression
Methylphenidate	Possible	High	Insomnia	Possible death	Disorientation
Other Stimulants	Possible	High	Loss of appetite		
Cannabis					
Marijuana	Unknown	Moderate	Euphoria Relaxed inhibitions	Fatigue Paranoia	Occasional reports of insomnia
Tetrahydrocannabinol	Unknown	Moderate	Increased appetite	Possible Psychosis	Hyperactivity
Hashish and Hashish Oil	Unknown	Moderate	Disorientation		Decreased appetite
Hallucinogens					
LSD	None	Unknown	Illusions and hallucinations	Longer	Unknown
Mescaline and Peyote	None	Unknown	Altered perception of time and distance	More intense "trip" episodes	
Amphetamine Variants	Unknown	Unknown		Psychosis	
Phencyclidine and Analogs	Unknown	High		Possible death	
Other Hallucinogens	None	Unknown			

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Anabolic Steroids					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	Virilization Acne	Unknown	Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown	Testicular atrophy Gynecomastia Aggressive behavior		
Oxymetholone	Unknown	Unknown	Edema		

ALCOHOL EFFECTS

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

COUNSELING AND TREATMENT PROGRAMS

Westminster Theological Seminary has established an agreement with the Christian Counseling and Educational Foundation (CCEF) for the initial counseling of any student or employee who needs help to overcome drug/alcohol abuse/addiction. The Seminary will pay the cost of the initial visit and the student or employee will be responsible for subsequent visits. CCEF may refer the student or employee to another provider of services for inpatient or outpatient treatment. Most services are provided by social workers, psychologists or psychiatrists at private offices, and clinics or hospitals. Services generally fall into one or more of the following categories: (1) counseling/therapy; (2) detoxification/treatment; and (3) rehabilitation/re-entry. Some of these services may be at least partially covered by your health insurance.

DISCIPLINARY SANCTIONS

Any student or employee convicted by a court of law of being under the influence of alcohol, on- or off-campus, shall be given an immediate warning. A subsequent offense of the same nature, at any time, is sufficient cause for three year's probation. Counseling may be required as a condition of continuing enrollment/employment. A subsequent offense of any nature, whether described or not described in this section, warranting probation which coincides with the probation described for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee convicted by a court of law of being under the influence of illicit drugs or of illicit possession or distribution of alcohol, on or off-campus, shall be immediately placed upon, three year's probation and may be required to seek counseling as a condition of continuing enrollment/employment. A subsequent offense of the same nature, or of another nature, described in this section or not described in this section, warranting probation which coincides with the probation prescribed for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee observed, by two or more witnesses, to be in possession of alcoholic beverage in any Seminary building or consuming alcoholic beverage on Seminary property shall be given an immediate warning. A subsequent offense of the same nature, at any time, is sufficient cause for three year's probation and counseling may be required as a condition of continuing enrollment/employment. A subsequent offense of any nature, described in this section or not described in this section, warranting probation which coincides with the probation prescribed for this offense, is sufficient cause for termination of enrollment/employment after due process.

Any student or employee observed to be in possession of illicit drugs, on or off-campus, shall be reported to law enforcement authorities. The Seminary will cooperate fully in lawful prosecution, including testimony with regard to any accused in a court of law. Any student or employee arrested for such an offense may be suspended until proven guilty or innocent by a court of law. Any student or employee subsequently convicted of possession of illicit drugs shall have his or her enrollment/employment immediately terminated upon due process.

The Seminary considers the above offenses serious and will take appropriate action.

DISSEMINATION OF MATERIAL

This policy and procedure shall be given to each student and each employee annually. The Seminary will, at the same time, provide additional drug and alcohol educational/awareness material.